

REMARKS

Applicant respectfully requests reconsideration of the present application in view of the foregoing amendments and in view of the reasons that follow.

Claims 1-2, 12, 17, 18, 19, and 20 are currently being amended. Support for the claim amendments can be found, at least, in the specification, e.g., page 13, lines 25-32, page 14, lines 1-19, the figures, e.g., figures 2-4, and the claims as filed. No new matter has been added.

Claims 21-22 are being added. Support for the new claims can be found, at least, in the specification, e.g., page 14, lines 3-7, page 14, lines 16-19, page 15, lines 25-33, page 21, lines 1-8, the figures, e.g., figures 2-4, and the claims as filed. No new matter has been added.

This amendment adds, changes and/or deletes claims in this application. A detailed listing of all claims that are, or were, in the application, irrespective of whether the claim(s) remain under examination in the application, is presented, with an appropriate defined status identifier.

After amending the claims as set forth above, Claims 1-5, 7, 8, and 10-22 are now pending in this application.

Interview Summary

Applicant thanks Examiners Gabrielle McCormick and John Weiss for the in-person examiner interview on December 11, 2009. During the interview, the Applicant's representative and the Examiners discussed Claim 1 in view of the references cited in the Office Action dated 10/26/2009. In particular, the Applicant's representative and the Examiners discussed Roy et al. (US Pub. No. 2002/0069080). During the interview, the Applicant's representative and the examiners discussed possible claim amendments. No agreement was reached.

Rejections under 35 U.S.C. 103

1. The Office Action rejected claims 1-5, 7-8, 10-11 and 17-18 under 35 U.S.C. 103(a) as being unpatentable over Roy et al. (US Pub. No. 2002/0069080) (hereinafter Roy) in view of

Almog et al. (US Pub. No. 2002/0002479) (hereinafter Almog) in view of Balabine et al. (US 5,937,406) (hereinafter Balabine). Applicant respectfully disagrees with this rejection.

Independent claim 1, as now amended, is directed to a "method for managing recruiting information in an online computer-based management system." The method includes "permitting, within a first instance of an interface of the computer-based management system, a first user to develop a first job description corresponding to a first job opening, the first job description comprising a first set of components, the first set of components comprising at least one first client information logic component for accessing an online database for first client-related information," as recited in claim 1, as now amended. The method further includes "permitting, within another instance of the interface of the computer-based management system, a second user to create a second job description based upon the first job description, the second job description corresponding to a second job opening and having a second set of components, at least one of which is selected from the first set of components stored in the online database, the second set of components comprising at least one second client information logic component for accessing the online database for second client-related information," as recited in Claim 1, as now amended. Independent claims 17-18 are similarly amended.

Roy describes a system for cataloging and selecting employment skills and for matching the skills of particular candidates to the skills needed for a particular job. (Roy, Abstract). In the system of Roy, a catalog of all possible skills is created that is organized according to a standardized hierarchy of codes. (Roy, ¶¶ 0017-0021). The catalog is not a job listing in itself; rather, it is a list of all possible skills from which job requirements may be defined by selecting from the catalog the skills needed for the job. Similarly, an individual candidate's skill set may be defined as a listing of codes corresponding to the skills that the individual candidate possesses. (Roy, ¶¶ 0038-0039). In the system described in Roy, individuals looking for jobs select and post their skills from the catalog, while employers seeking candidates select and post the skills they require. (Roy, ¶ 0053). The system of Roy can then provide an employer with a set of candidates whose skill sets match the required skills. (Roy, ¶ 0056). A purpose of Roy is to provide a standardized valuation and description of job skills to provide uniformity across job

descriptions and candidate skill sets, and to permit the creation of a truly specialized description for each candidate or each position, while still using standardized terms. (See, e.g., Roy, Abstract; ¶ 0010; ¶¶ 0038-0044).

In particular, a key motivation of Roy is to create a uniform database of skills that can be drawn upon to create highly accurate, specialized job descriptions. (Roy, ¶¶ 0011-0012). The use of this uniform database teaches away from the adaptation of existing job descriptions to create new ones and client information logic components for accessing an online database for client-related information for at least the following reasons. First, instead of adapting an existing job description, a user of the Roy system can easily create a new, accurate, customized job description using the readily-accessible standardized descriptions of skills. Thus, there is no need to access an online database for client-related information, since the new job description is created based on readily-accessible standardized descriptions of skills. Second, there is no need in the system of Roy to copy existing job descriptions or access client-related information, because new job descriptions will already use terms from the standard set. Lastly, revising a job description is not the same as creating a new job description because only one job description (the revised job description) will be on the system at any given time. Thus, Roy teaches away from “a second user to create a second job description based upon the first job description, the second job description corresponding to a second job opening and having a second set of components, at least one of which is selected from the first set of components stored in the online database, the second set of components comprising at least one second client information logic component for accessing the online database for second client-related information,” as recited in amended claim 1. As such, Roy does not teach, describe, or suggest the claim limitations of claim 1, as now amended.

Almog discloses formulating requirements for a job and the server suggests requirements for the position based on other job-opening records, other worker records, and previous job openings posted by the employer. (Almog, ¶ 0111). Thus, the second posting and description that is created on is based on the first job description from the previous job opening that was posted. (Almog, ¶ 0111). Almog does not describe “a second user to create a second job

description based upon the first job description, the second job description corresponding to a second job opening and having a second set of components, at least one of which is selected from the first set of components stored in the online database, the second set of components comprising at least one second client information logic component for accessing the online database for second client-related information,” as recited in amended claim 1. In contrast, Almog describes the server suggesting requirements for the position based on information. As such, Almog does not cure the deficiencies of Roy.

Balabine describes a file system interface to a database that transforms a file system request from an application into a database query and retrieves information corresponding to the database query from the database. (Balabine, abstract). Balabine does not describe “a second user to create a second job description based upon the first job description, the second job description corresponding to a second job opening and having a second set of components, at least one of which is selected from the first set of components stored in the online database, the second set of components comprising at least one second client information logic component for accessing the online database for second client-related information,” as recited in amended claim 1. In contrast, Balabine describes an interface that “provides computer system users with the best of both worlds by enabling database-unaware applications to access (i.e., read and write) information in a database in a manner that is entirely transparent to the application.” (Balabine, col. 5, lines 5-10). As such, Balabine does not cure the deficiencies of Roy and/or Almog.

Neither, Roy, Danielson, or Balabine, alone or in combination, teach, suggest, or otherwise makes obvious the limitations of claims 1-5, 7-8, 10-11, and 17-18, as now amended. Accordingly, the rejection of independent claims 1 and 17-18 should be withdrawn and the claims, as now amended, are in a condition for allowance. Further, dependent claims 2-5, 7-8, and 10-11 depend, directly or indirectly, from independent claim 1. The rejection of dependent claims 2-5, 7-8, and 10-11 should be withdrawn, and these claims are now in a condition for allowance, at least, based on their dependency from independent claim 1 and for their further claim limitations.

2. The Office Action rejected claims 12-16 and 19-20 under 35 U.S.C. 103(a) as being unpatentable over Roy in view of Danielson et al. (US 6,993,723) in view of Balabine. Applicant respectfully disagrees with this rejection.

Independent Claim 12, as now amended, is directed to a “method of interactively developing a job description in an online computer-based management system.” The method includes “receiving through a first instance of an interface of the computer-based management system, by a requirements specialist from a client, hiring needs; accessing, from an online database, client-related information; [and] determining, by the requirements specialist based on the received hiring needs and the client-related information, at least one portion of a job description,” as recited in claim 12, as now amended. Independent claims 19 and 20 includes similar claim limitations.

Roy is discussed above. As such, the discussion of Roy is not repeated herein. In particular, Roy does not teach, describes, or suggest “accessing, from an online database, client-related information; [and] determining, by the requirements specialist based on the received hiring needs and the client-related information, at least one portion of a job description,” as recited in claim 12, as now amended. In contrast, Roy describes a uniform database of skills that can be drawn upon to create highly accurate, specialized job descriptions and not a determination of at least one portion of a job description based on the received hiring needs and the client-related information. As such, Roy does not teach, describe, or suggest the claim limitations of claim 12, as now amended.

Danielson describes a system, method and program are provided for listing activities in a graphical user interface in a collaborative work tool framework. (Danielson, abstract). However, Danielson does not describe anything with relation to job postings or job descriptions nor does Danielson teach, describes, or suggest “accessing, from an online database, client-related information; [and] determining, by the requirements specialist based on the received hiring needs and the client-related information, at least one portion of a job description,” as recited in claim 12, as now amended. As such, Danielson does not cure the deficiencies of Roy.

Balabine is discussed above. As such, the discussion of Balabine is not repeated herein. In particular, Balabine does not teach, describes, or suggest “accessing, from an online database, client-related information; [and] determining, by the requirements specialist based on the received hiring needs and the client-related information, at least one portion of a job description,” as recited in claim 12, as now amended. In contrast, Balabine describes an interface that “provides computer system users with the best of both worlds by enabling database-unaware applications to access (i.e., read and write) information in a database in a manner that is entirely transparent to the application,” (Balabine, col. 5, lines 5-10), and not a determination of at least one portion of a job description based on the received hiring needs and the client-related information. As such, Balabine does not cure the deficiencies of Roy and/or Danielson.

Neither, Roy, Danielson, or Balabine, alone or in combination, teach, suggest, or otherwise makes obvious the limitations of claims 12-16 and 19-20, as now amended. Accordingly, the rejection of independent claims 12 and 19-20 should be withdrawn and the claims, as now amended, are in a condition for allowance. Further, dependent claims 13-16 depend, directly or indirectly, from independent claim 12. The rejection of dependent claims 13-16 should be withdrawn, and these claims are now in a condition for allowance, at least, based on their dependency from independent claim 12 and for their further claim limitations.

New Claims 21-22

New claim 21 is directed “retrieving information related to a hiring manager associated with the client from the online database.” New claim 22 is directed to “determining, by the requirements specialist based on the received hiring needs, the client-related information, and the information related to the hiring manager, at least one portion of the job description.”

None of the cited references, Roy, Danielson, Almog, or Balabine, alone or in combination, teach, suggest, or otherwise makes obvious the limitations of new claims 21-22. New claims 21-22 depend, directly or indirectly, from independent claim 12. These claims are in a condition for allowance, at least, based on their dependency from independent claim 12 and for their further claim limitations described herein.

Applicant believes that the present application is now in condition for allowance. Favorable reconsideration of the application as amended is respectfully requested.

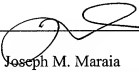
The Examiner is invited to contact the undersigned by telephone if it is felt that a telephone interview would advance the prosecution of the present application.

The Commissioner is hereby authorized to charge any additional fees which may be required regarding this application under 37 C.F.R. §§ 1.16-1.17, or credit any overpayment, to Deposit Account No. 19-0741. Should no proper payment be enclosed herewith, as by the credit card payment instructions in EFS-Web being incorrect or absent, resulting in a rejected or incorrect credit card transaction, the Commissioner is authorized to charge the unpaid amount to Deposit Account No. 19-0741. If any extensions of time are needed for timely acceptance of papers submitted herewith, Applicant hereby petitions for such extension under 37 C.F.R. §1.136 and authorizes payment of any such extensions fees to Deposit Account No. 19-0741.

Respectfully submitted,

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